

CITY OF DOVER

CITY OF DOVER - RESOLUTION

Agenda Item#: 13.B.3.

Resolution Number: **R – 2010.07.14 – 94**
Resolution Re: 2010 City Manager Contract Amendment

- WHEREAS: The City Council recently completed an evaluation of the City Manager's performance for Fiscal Year 2010 finding that overall he exceeds Council expectations; and,
- WHEREAS: Following the City Manager's prior year voluntary pay reduction and given his continued willingness to forego pay increases during this period of economic strain, the City Council has agreed in future years, beginning July of 2011, to afford a 1% increase in his minimum annual pay adjustment until his pay level reaches the median amount calculated each year for chief municipal administrators in comparable NH communities and also beginning July of 2011, that payment of deferred compensation will be increased by 1% of base pay each year until reaching a maximum of 10% of base pay; and,
- WHEREAS: The City Council has agreed to extend the City Manager's existing eligibility for retiree health insurance in conjunction any severance he is entitled to while ensuring an exclusion if termination results from a conviction of a felony, gross misconduct or voluntary resignation;
- NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND DOVER CITY COUNCIL THAT:
The Mayor shall be authorized to sign and execute on behalf of the City of Dover, a municipal corporation within the County of Strafford and the State of New Hampshire, an amended Employment Agreement reflecting the changes identified above.

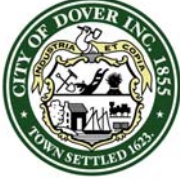
AUTHORIZATION

Approved as to Funding: Daniel R. Lynch
Finance Director

Sponsored by: Mayor Scott Myers

Approved as to Legal Form: Allan B. Krans, Sr.
City Attorney

Recorded by: Karen Lavertu
City Clerk



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DOCUMENT HISTORY:

First Reading Date: 2010.07.14	Public Hearing Date:
Approved Date: 2010.07.14	Effective Date: 2010.07.14

DOCUMENT ACTIONS: Motion to approve by Mayor Myers; seconded by Councilor Weston. Motion to include sheet by Councilor Nedelka; seconded by Councilor Weston. Vote: 9/0
Vote: 8/1 with Councilor Cheney opposed

VOTING RECORD		
Date of Vote:	YEAH	NAY
Mayor Scott Myers	x	
Deputy Mayor, Dean Trefethen	x	
Councilor Robert Carrier, Ward 1	x	
Councilor William Garrison, Ward 2	x	
Councilor Jan Nedelka, Ward 3	x	
Councilor Dorothy Hooper, Ward 4	x	
Councilor Catherine Cheney, Ward 5		x
Councilor Gina Cruikshank, Ward 6	x	
Councilor Karen Weston, At Large	x	
Total Votes:	8	1
Resolution does pass.		



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RESOLUTION BACKGROUND MATERIAL:

The City Council recently completed the City Manager's annual performance evaluation. The overall evaluation results indicated the City Manager's performance was above expectations. Following the City Manager's prior year voluntary pay reduction, which remains in effect, he has again offered to forgo any wage increase this coming year to aid in addressing continuing local fiscal constraints.

Given the City Manager's performance and continued willingness to forego pay increases during this period of economic strain, the City Council has agreed to adjustments in the City Manager's employment agreement that will allow in future years, beginning July of 2011, for payment of deferred compensation to be adjusted upwards by 1% of base pay each year until reaching a maximum of 10% of base pay and to afford a 1% increase in the minimum annual pay adjustment until such time as his pay level reaches the median amount calculated each year for the comparable NH communities specified in the attached survey. The City Council has also agreed to extending the existing eligibility for retiree health insurance in conjunction with the contractual severance provisions contained in his employment agreement while ensuring an exclusion if termination results from a conviction of a felony, gross misconduct or voluntary resignation.

This resolution authorizes an amendment to the City Manager's contract reflecting the above.